

# AMERICAN EMBASSY WINDHOEK VACANCY ANNOUNCEMENT

2015/ 09

April 7, 2015

**OPEN TO:** Current Employees of the Mission, U.S. Citizen Eligible Family Members (USEFMs), Eligible Family Members (EFMs), and Members of Households (MOH)-All Agencies

**POSITION:** Public Health Specialist – Deputy Director for Programs, FSN-12; FP-3

**OPENING DATE:** April 7, 2015

**CLOSING DATE:** April 24, 2015

**WORK HOURS:** Full-Time: 40 hours/week

**SALARY:** \*Ordinarily Resident (OR): 448,579 (Position grade: FSN-12)

\*Not-Ordinarily Resident (NOR): Position grade: FP-3 (Final grade will be determined by the appropriate Washington or U.S. Headquarters Office).

**NOTE: ALL ORDINARILY RESIDENT APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.**

The Centers for Disease Control and Prevention (CDC) in Windhoek is seeking an individual for the full-time position of Public Health Specialist - Deputy Director for Programs.

## **BASIC FUNCTIONS OF THE POSITION**

The incumbent will work under the direct supervision of the CDC Country Director. The incumbent will assist the Country Director in program planning and determination of overall goals and objectives for the CDC program. Provides strategic guidance to the technical team, oversight and monitoring and collaboratively guides overall program direction of President's Emergency Plan for AIDS Relief (PEPFAR) funded programs. Work with CDC and other USG staff, as well as the Government of Namibia, in developing and monitoring the implementation of the annual PEPFAR Country Operational Plan (COP). The incumbent will provide strategic leadership to the PEPFAR team related to COP. Participates in key decision-making and provides strategic guidance to the entire PEPFAR country team in Namibia. Will participate in decisions related to the commitment of resources, hiring of personnel and allocation of funds. Incumbent prepares directives, memoranda, policy statements and proposals to introduce new initiatives and to recommend effective operations consistent with strategic objectives of PEPFAR and the agency's PEPFAR program in Namibia. The incumbent will also set up a mentorship program for doctors and nurses in HIV/AIDS treatment facilities in Namibia. The incumbent collaborates with a broad spectrum of senior level professionals including host government ministries and agencies, international organizations such as WHO, UNAIDS, UNICEF, World Bank, and other public and private organizations involved in HIV/AIDS prevention, care and treatment programs to ensure that all programmatic activities are consistent with and complimentary to the host government goals.

Please contact the HR office at e-mail [HROWindhoek@state.gov](mailto:HROWindhoek@state.gov)

## QUALIFICATIONS REQUIRED

NOTE: All applicants are instructed to address each selection criterion detailed below with specific and comprehensive information.

1. Doctoral level degree (Doctor of Public Health (DrPH)), Doctor of Medicine (MD) or Doctor of Philosophy (PhD) or host country equivalent degree in medicine, public health, epidemiology, behavioral or social science field is required and eight years of progressively responsible public health experience in public health service-delivery projects within an HIV/AIDS intervention framework is required; an additional two years of managerial and supervisory responsibility with multiple staffing reporting is required.
2. English level IV spoken, read and written skills is required.
3. Comprehensive knowledge of current HIV/AIDS issues, HIV testing and counseling, linkages to care, care and treatment, retention in care and adherence counseling and interventions, bio-clinical monitoring, including viral load testing, prevention of mother-to-child transmission services, and voluntary medical male circumcision is required.
4. An in-depth knowledge of the range of care and treatment programs, policies, regulations and precedents applicable to development and administration of national/international public health program is required.

## SELECTION PROCESS

When equally qualified, U.S. Citizen Eligible Family Members (AEFMs) and U.S. Veterans will be given preference. Therefore, it is essential that the candidate address the required qualifications above in the application.

## ADDITIONAL SELECTION CRITERIA

1. Management will consider nepotism/conflict of interest, budget and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Currently employed AEFMs who hold an FMA appointment are ineligible to apply for advertised positions within the first 90 calendar days of their employment.

## TO APPLY

Interested candidates for this position should submit the following or the application will not be considered:

1. Universal Application for Employment (UAE) as a Locally Employed Staff or Family Member (DS-174) which is available at <http://windhoek.usembassy.gov/about-us/job-opportunities.html>; **or**
2. A current resume or curriculum vitae that provides the same information found on the UAE (*see Appendix B*); **or**
3. A combination of both; i.e. Sections 1 -24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; **plus**
4. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional U.S. Veterans preference must

submit documentation confirming eligibility for a conditional preference in hiring with their application.

5. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

**SUBMIT APPLICATION TO:**

[HROWindhoek@state.gov](mailto:HROWindhoek@state.gov)

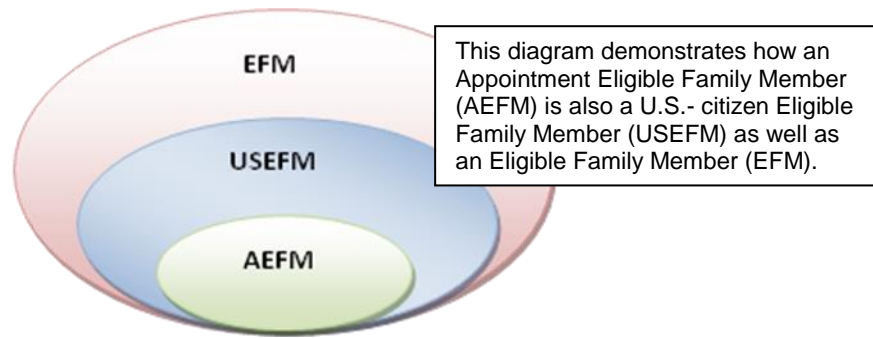
Subject: Public Health Specialist – Deputy Programs

**CLOSING DATE FOR THIS POSITION: April 24, 2015**

The U.S. Mission in Namibia provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

## APPENDIX A - DEFINITIONS



1. **Eligible Family Member (EFM):** An individual related to a U.S. Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. **U.S. Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- U.S. Citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
  1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
  2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. **Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- *Is* a U.S. citizen; and
  - Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
  - *Is* listed on the travel orders *or approved Form* [OF-126](#), *Foreign Service*

*Residence and Dependency Report*, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed *service* member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (*AIT*), and who is under chief of mission authority; and

- *Is* residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil Service annuity

4. **Member of Household (MOH)**: An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

4. **Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

5. **Ordinarily Resident (OR)** – A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).